

Narragunnawali
Reconciliation in Education

**NAKRA
GUNNA
WALI**

RECONCILIATION ACTION PLAN

St Michael's College

August 2022 to August 2023



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VISION FOR RECONCILIATION

St Michael's College vision for reconciliation is for all college students and staff to recognise, acknowledge, understand, and celebrate Aboriginal and Torres Strait Islander peoples and cultures. As a college we acknowledge that Aboriginal and Torres Strait Islander peoples are connected to the oldest continuing cultures on the planet. We also recognise Aboriginal and Torres Strait Islander cultures and connections to their lands and waterways are of ongoing importance today and into the future.

We commit to work collaboratively with local First Nations People's, communities and organisations and through this partnership we will seek to provide meaningful opportunities and experiences for Aboriginal and Torres Strait Islander Students' attending the college.

We recognise we will always be learning as we work towards placing reconciliation at the heart of everything we do.

We commit to listen, learn and grow in our understanding of Australia's true history, First Nations , identities, and perspectives and that this will be a visible and valuable part of our curriculum and ways of being.

We hope that by learning the truths about the past, we can be active in the creation of a better future for all our community.

Through our Reconciliation Action Plan, we endeavour to enact our Lasallian ethos of providing accessible quality education to the youth, especially those at risk and promoting peace and justice through experiences, formation, and social action programs.

St John Baptist de la Salle.

(Med 133.2 - on St Margaret, Queen of Scotland)

96-T "You can perform miracles by touching the hearts of those entrusted to your care."

ACKNOWLEDGEMENT OF COUNTRY

St Michael's College acknowledges that the Land on which we learn and teach today is the Traditional Land of the Kurna people and that we respect their spiritual relationship with Country. We also acknowledge the Kurna people as the Traditional Custodians of the greater Adelaide region and Pay respect to their Elders, past present and emerging. Previously Published Vision for Reconciliation



RAP WORKING GROUP

Name	Position
Kate Tyrwhitt	Staff (teaching)
Joanne Gilmore	Staff (teaching)
Damian Patton	Principal / Director
Andrew Spencer	Staff (teaching)
Bronwynn Kemp	Staff (teaching)
Sally Robertson	Staff (non-teaching)
Kellie Graves	Parent/carer
Eddie Ansell	Parent/carer

CONTRIBUTORS

St Michael's College would like to acknowledge the following contributors to the development of this RAP.

Name	Role/Organisation
Eddie Ansell	EAnsell@artc.com.au



RAP ACTIONS	COMMITMENT	ASSIGNED TO	DUE DATE
Aboriginal and Torres Strait Islander People in the Classroom	We are committed to welcoming Aboriginal and Torres Strait Islander people into our classrooms to work alongside our students and children in learning activities. Having an Aboriginal and Torres Strait Islander presence in learning environments is vital when teaching about Aboriginal and Torres Strait Islander histories and cultures.	Kate T	Ongoing
Early Years Learning Framework - Early Learning Specific	We commit to seeking out meaningful connections between our vision and plans for reconciliation and the principles, practices and outcomes of the Early Years Learning Framework. Establishing a strong relationship between the two will ensure reconciliation is meaningfully embedded in everyday early learning environments.	Kate T, Joanne G	Ongoing
Opportunities for Aboriginal and Torres Strait Islander Students and Children	We commit to providing opportunities for our Aboriginal and Torres Strait Islander students to celebrate their cultural identities. These opportunities positively impact the wellbeing of Aboriginal and Torres Strait Islander students and children, and create shared pride for Aboriginal and Torres Strait Islander cultures, contributions, identities and histories in the wider school community.	Kate T, Joanne G, Damian P, Andrew S, Bronwynn K, Sally R, Kellie G	Ongoing



RAP ACTIONS	COMMITMENT	ASSIGNED TO	DUE DATE
Elders and Traditional Owners Share Histories and Cultures	We are committed to forging a meaningful and ongoing relationship with local Aboriginal and Torres Strait Islander Elders, and people recognised in their community as Traditional Owners. We hope this relationship can be of mutual benefit, and that our local Elders and Traditional Owners will feel safe, and confident, to share their historical and cultural knowledge with our staff, students and children.	Kate T, Andrew S	Ongoing
Cultural Competence for Staff	We will reflect on our current level of cultural competence and provide staff with a range of opportunities to build and extend their knowledge and understanding of Aboriginal and Torres Strait Islander cultures. We also commit to supporting staff to independently seek out and participate in a variety of cultural awareness experiences that assist them on their own journey of understanding.	Kate T, Joanne G, Damian P, Andrew S, Bronwynn K	24/06/2022 - 25/06/2022
Reconciliation Projects	Our school will collaborate on projects that visibly and authentically embed Aboriginal and Torres Strait Islander histories and cultures in learning programs and the physical environment. Through this culture of collaboration across the school and with the community, we commit to creating an environment where young people, staff and community members acknowledge, respect and experience connection to the First Australians.	Kate T, Joanne G, Andrew S	Ongoing



RAP ACTIONS	COMMITMENT	ASSIGNED TO	DUE DATE
Welcome to Country	Where appropriate, significant events at our school commence with a Welcome to Country. Protocols for welcoming visitors to Country have been a part of Aboriginal and Torres Strait Islander cultures for thousands of years. By incorporating these protocols into formal events and important occasions, we recognise Aboriginal and Torres Strait Islander peoples as the First Australians and Custodians of their Land.	Kate T, Joanne G, Damian P, Andrew S, Bronwynn K	Ongoing
Celebrate National Reconciliation Week	Our school community celebrates National Reconciliation Week (NRW) which is held from 27 May to 3 June each year by talking about reconciliation in the classroom and around the school, and celebrating with the community. NRW is a time for all Australians to learn about our shared histories, cultures and achievements and to explore how each of us can join the national reconciliation effort.	Kate T	27/05/2022 - 03/06/2022
Create Stakeholder List	We will develop and maintain a stakeholder list that reflects our current and future working relationships with members of the community who are committed to working collaboratively to drive reconciliation initiatives.	Kate T, Kellie G	Ongoing

RELATIONSHIPS



WITH THE COMMUNITY

RAP ACTIONS	COMMITMENT	ASSIGNED TO	DUE DATE
Build Relationships with Community	We commit to building relationships with our local Aboriginal and Torres Strait Islander community that are built on mutual respect, trust and inclusiveness. We value these relationships and their role in helping to create opportunities for Aboriginal and Torres Strait Islander and non-Indigenous staff, students, children and community members.	Kate T, Joanne G, Damian P, Andrew S	Ongoing
Cultural Competence for Students and Children	We will develop our everyday program to ensure it provides children and students with explicit opportunities to build their knowledge and understanding of Aboriginal and Torres Strait Islander cultures, within and beyond the classroom. This commitment extends to the inclusion of cultural competence principles, fostered in teachers and educators, in the ethos of our classrooms and across our school.	Kate T, Joanne G, Damian P, Andrew S, Bronwynn K	Ongoing





RAP ACTIONS	COMMITMENT	ASSIGNED TO	DUE DATE
Teach about Reconciliation	Our school community is committed to learning about reconciliation in Australia. Having an understanding of the concept, history and progress of reconciliation is an important part of continuing the reconciliation journey. This understanding also helps to strengthen engagement with our school's RAP by positioning it within the broader story of reconciliation in Australia.	Kate T, Joanne G, Andrew S, Damian P, Bronwynn K, Sally R	Ongoing
Teach about Days of National Significance	We commit to incorporating nationally significant days for Aboriginal and Torres Strait Islander peoples and reconciliation into our curriculum to increase knowledge of Aboriginal and Torres Strait Islander histories, cultures, contributions and contemporary issues. We also commit to including Aboriginal and Torres Strait Islander perspectives when teaching about other national days, such as 26 January (Australia Day) and ANZAC Day.	Kate T, Andrew S, Joanne G, Bronwynn K	Ongoing
Explore Current Affairs and Issues	We are committed to raising awareness of current affairs and issues in the public domain that are of particular significance to Aboriginal and Torres Strait Islander peoples and the process of reconciliation. This will be done through curriculum delivery, policies and procedures, and will be integrated into the ethos of our school.	Kate T, Joanne G, Andrew S, Sally R	Ongoing



RAP ACTIONS	COMMITMENT	ASSIGNED TO	DUE DATE
Acknowledgement of Country	Our school recognises the continuing connection of Aboriginal and Torres Strait Islander peoples to the Country on which we live, work, learn and grow. All staff and students have the opportunity to show respect to Traditional Owners and Custodians by regularly conducting an Acknowledgement of Country at meetings and events throughout the year.	Kate T, Andrew S, Damian P, Joanne G, Bronwynn K	Ongoing
Visibly Demonstrate Respect for Aboriginal and Torres Strait Islander Cultures	We commit to demonstrating our respect for Aboriginal and Torres Strait Islander histories and cultures in the physical environment of our school. We understand that making our respect visible in the learning environment through the incorporation of meaningful, relevant and culturally appropriate art, artefacts and symbolism reinforces our work toward reconciliation. It also makes our intentions and actions clear to our students, parents and the broader community.	Kate T, Joanne G, Damian P, Andrew S, Bronwynn K	Ongoing
Recognise and Respect Rights	We are committed to recognising and respecting Aboriginal and Torres Strait Islander peoples' rights under the United Nations Universal Declaration of Human Rights and the Declaration on the Rights of Indigenous Peoples. We acknowledge that working within the frameworks of both declarations is important to reducing discrimination and promoting equality and equity in the educational and wider community.	Kate T, Joanne G, Andrew S, Bronwynn K, Damian P	Ongoing



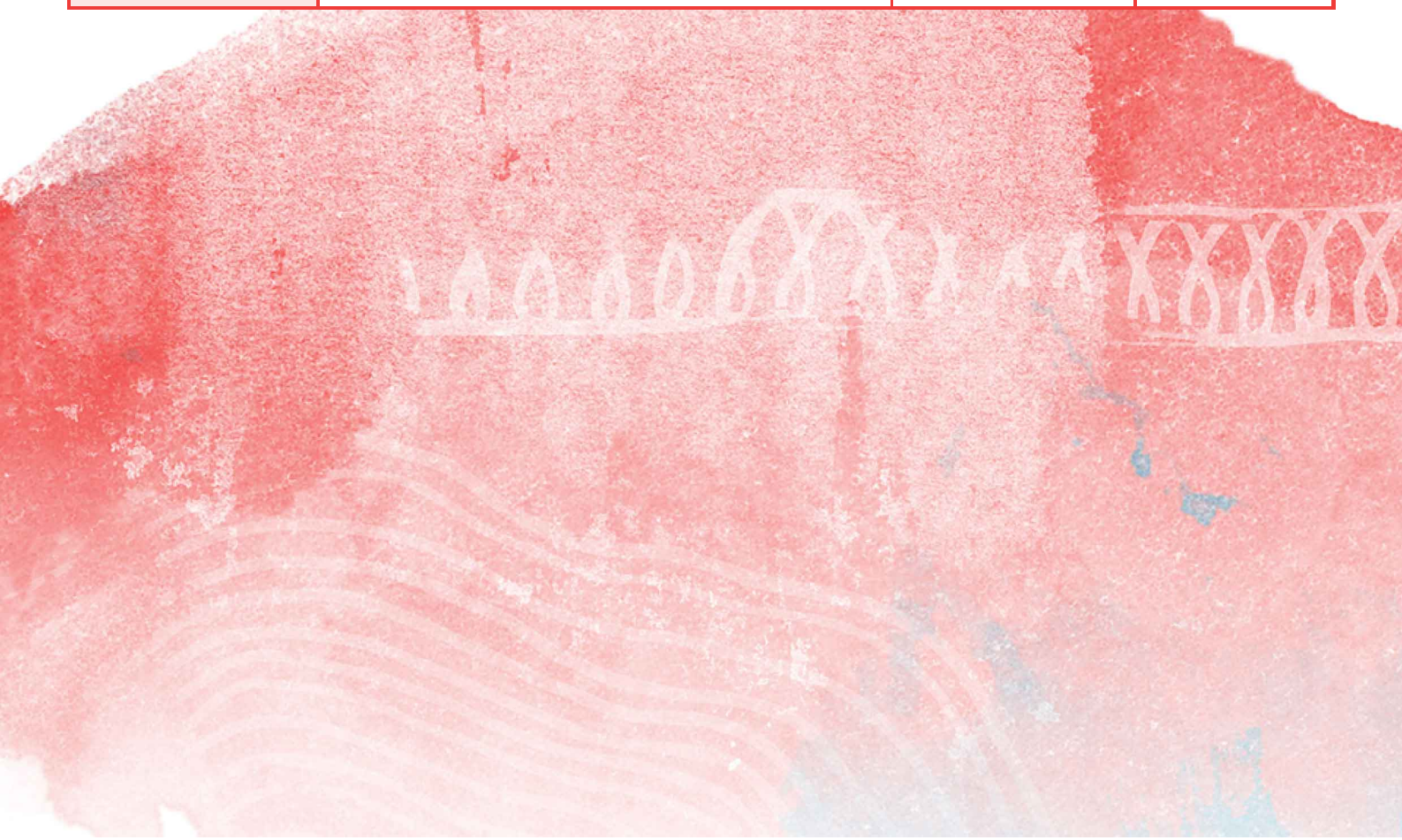
RAP ACTIONS	COMMITMENT	ASSIGNED TO	DUE DATE
Aboriginal and Torres Strait Islander Flags	Our school flies or displays the Aboriginal and Torres Strait Islander flags as a demonstration of our pride and respect for the histories, cultures and contributions of Australia's First Peoples. Flying or displaying the flags promotes a sense of community partnership and a commitment toward reconciliation.	Kate T, Joanne G, Damian P, Andrew S	Ongoing
Take Action Against Racism	Racism can have serious negative consequences for the people who experience it, for those who witness it, and for wider society. When racism is properly understood it is easier to overcome. We commit to building awareness of what racism is, the impacts of racism and how to respond effectively when it occurs through an anti-racism strategy tailored to the needs of our school.	Kate T, Joanne G, Damian P, Andrew S	Ongoing

OPPORTUNITIES



IN THE CLASSROOM

RAP ACTIONS	COMMITMENT	ASSIGNED TO	DUE DATE
Embed Cross-curriculum Priority - School Specific	All staff from across the school are supported to understand and embed the Australian Curriculum cross-curriculum priority Aboriginal and Torres Strait Islander Histories and Cultures in the curriculum. The cross-curriculum priority is considered in the development of units, lesson plans and resources in all learning areas and across all year levels.	Kate T, Joanne G, Andrew S, Bronwynn K	Ongoing
Curriculum Planning	Embedding Aboriginal and Torres Strait Islander histories and cultures in curriculum planning, development and evaluation processes is a key and ongoing consideration across all year levels and learning areas. Curriculum documents have or will be audited to identify the extent to which Aboriginal and Torres Strait Islander histories, cultures and contributions are already embedded, and to identify opportunities for strengthening the representation of this content in the curriculum.	Kate T, Joanne G, Andrew S, Bronwynn K	Ongoing



OPPORTUNITIES



AROUND THE SCHOOL

RAP ACTIONS	COMMITMENT	ASSIGNED TO	DUE DATE
Inclusive Policies	All staff in our school are aware of policies that refer specifically to improving educational outcomes for Aboriginal and Torres Strait Islander people and increasing knowledge of, and respect for, Aboriginal and Torres Strait Islander histories and cultures in Australia. We have a plan in place to ensure all staff comply with these policies in their daily practice. Our internal policies have been, or will be, amended to ensure they are also inclusive of Aboriginal and Torres Strait Islander peoples and increase knowledge of Aboriginal and Torres Strait Islander histories and cultures in Australia.	Kate T, Joanne G, Damian P, Andrew S, Bronwynn K	Ongoing
Staff Engagement with RAP	Commitment to the Reconciliation Action Plan (RAP) from all staff is essential for developing a RAP that is implemented in a meaningful and sustainable way. All staff will be involved in the ongoing development and implementation of our RAP through staff development opportunities facilitated by the RAP Working Group.	Kate T, Andrew S, Damian P, Bronwynn K	Ongoing
RAP Budget Allocation	We have set aside dedicated funds from within our budget to procure relevant goods and services that strengthen the sustainability of our RAP Actions. Staff are aware that it is important to consider remuneration for people who have been involved in RAP initiatives out of respect for the time and resources that they have contributed.	Kate T, Andrew S	Ongoing



RAP ACTIONS	COMMITMENT	ASSIGNED TO	DUE DATE
Local Sites, Events and Excursions	We commit to learning more about the Aboriginal and Torres Strait Islander histories, cultures and contributions of the Country on which we live, work, learn and play, by working with the local Aboriginal and Torres Strait Islander community to learn about events of historical and cultural significance and visit appropriate sites.	Kate T, Andrew S	Ongoing
Celebrate RAP Progress	We are committed to reflecting on the progress made in the growth of knowledge and pride in Aboriginal and Torres Strait Islander histories, cultures and contributions in our school. We will track the progress of our RAP, continually revisit our commitments, and celebrate our achievements, while generating new ideas to develop and sustain our RAP into the future.	Kate T, Joanne G, Damian P, Andrew S, Bronwynn K, Sally R, Kellie G	Ongoing

